



## **EMPLOYMENT FIRST EMPLOYER RECRUITMENT** **SUBCOMMITTEE AGENDA**

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**DATE: Friday, February 4, 2011**

**TIME: 9:00 - 11:00am**

**TELECONFERENCE NUMBER: 866-944-9160**

**PIN #: 2982825**

### **TELECONFERENCING LOCATIONS:**

<b>SCDD Area Board 11</b> 2000 East Fourth Street, #115 Santa Ana, CA 92705	<b>Employment Development Department</b> 722 Capitol Mall, Conference Room 5099C Sacramento, CA 95814
<b>Association of Regional Center Agencies</b> 915 L Street, #1440 Sacramento, CA 95814	<b>SEIU</b> 7677 Oakport Street, #725 Oakland, CA 94621
<b>Tierra del Sol</b> 9919 Sunland Blvd. Sunland, CA 91040	<b>SCDD Area Board 10</b> 411 North Central Ave., Suite 620 Glendale, CA 91203-2020
<b>Dept. of Health Care Services Office of Civil Rights</b> 1501 Capitol Avenue, MS 0009 Sacramento, CA 95814	

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## **AGENDA**

1. **CALL TO ORDER** (Chair Miller)
2. **WELCOME AND INTRODUCTIONS** (Chair Miller)
3. **REVIEW OF MINUTES FROM THIS SUBCOMMITTEE'S MEETING ON DECEMBER 3 AND THIS SUBCOMMITTEE'S REPORT TO EMPLOYMENT FIRST COMMITTEE ON JANUARY 7** (Chair Miller)
4. **PUBLIC COMMENTS**  
*Public Comments: [This section is for members of the public only; and is to provide the public an opportunity to comment and/or present information to the Subcommittee on any matter that is not on the agenda. Each public member will be afforded up to three minutes to speak. Written requests, if any, will be considered first under this section. Additionally, the Subcommittee will provide a public comment period not to exceed 5 minutes total for all public comments prior to Subcommittee action on each agenda item.]*
5. **DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE** (Chair Miller)
6. **SUMMARIZE SUBCOMMITTEE NEXT STEPS** (Chair Miller)
7. **ADJOURNMENT** (Chair Miller)

## **EMPLOYMENT FIRST COMMITTEE**

### **Subcommittee Work Group: Employer Recruitment**

#### **Meeting Minutes for December 3, 2010**

**Present:**

Steve Miller, Tierra del Sol

Charlie Kaplan, Employment Development Department

Dean Lan, Department of Health Care Services

Mark Polit, Service Employees International Union

Eileen Richey, Association of Regional Center Agencies

Tawny Alvarez, Facilitator

Staff: Scarlett vonThenen, Area Board XI

The meeting was held via teleconference at the locations identified on the agenda.

1. Staff called the meeting to order at 9:04am. Quorum established.
2. Welcome and Introductions
3. Review of Board Resource Center Recommendations – Eileen Richey motioned, seconded by Steve Miller to adopt the Board Resource Center Recommendations.
4. Review of minutes and report from 11/03/2010 subcommittee meeting – Minutes approved as corrected and subcommittee's report to the Employment First Committee approved and adopted
5. Public comment received via email from Cindy Burton, PathPoint President/CEO, regarding economic sustainability and reimbursement mechanism of supported employment job development.
6. Review of feedback on subcommittee recommendations and developing recommendations and strategies to Employment First Committee –

The subcommittee discussed the development of a succinct set of employer recruitment recommendations for the Employment First Committee and an action plan toward the implementation of those recommendations. Identifying

ways to develop and increase partnerships with, and increase participation by, public and private employers and job developers.

a) Offering a clear and compelling goal statement for employment outcomes –  
*“California has a dynamic and diverse workforce that should reflect the full participation of all members of the State’s population. Approximately 0.9% of a California’s working age population are people with developmental disabilities. Currently people with developmental disabilities are significantly under-represented in California’s workforce. Consequently the unemployment rate among working age people with developmental disabilities is disproportionately high (upwards of 75%)*

*Our goal as a State should be to build a workforce that includes people with developmental disabilities to the fullest extent possible. Our objective should be that California’s workforce will include no less than the naturally occurring proportion of working age people with developmental disabilities. “*

- Dean concurs with using above goal statement
- Charlie reported that this statement is consistent with the language used in the Governor’s Committee.
- Propose above as goal statement for incorporation into Employment First Committee

b) Offering policy recommendations that will lead to significant increases in employment opportunities within all levels of the public sector –

*“Statement: People with developmental disabilities are underrepresented in all spheres of public sector employment.*

*California should become a model employer by developing proactive State personnel policies that cause all levels and departments of State Government to develop or adapt job descriptions and workplace accommodations that will maximize employment opportunities for qualified persons with developmental disabilities. The target goal is to have the public sector to reflect the parody of workers with developmental disabilities within all levels of the workforce (approximately 0.9%)”.*

- Above as corrected, changing “natural proportion” to “parody of workers”
- Create policies and procedures mandating SPB involvement and development of plan for accountability
- Per Dean, the State Statute already requires this via the annual workforce analysis survey, which is submitted to SPB. The workforce analysis survey includes representation of persons with disabilities, alongside workforce composition, and upward mobility.
- Mark pointed out that the annual workforce analysis survey does not breakdown persons with developmental disabilities, specifically. There is a need to measure hiring of persons with developmental disabilities in general broader employment initiatives. Developmental disabilities are often left out of the “persons with disabilities” category.
- Dean suggested that legislation may be one answer to ensure persons with developmental disabilities are incorporated into statistic gathering
- Mark said that at one point legislation may have been proposed, but it died in the senate.
- Eileen reported that there were considerable amount of hiring through “We Include.” She also reported that it is cumbersome for persons with developmental disabilities to get into State government, as the prospective employee must take a State exam and must learn things that they may never have to do as part of their anticipated job functions. The current system does not work and need to improve upon it.

c) Offering policy recommendations that will lead to significant increases in employment opportunities within all levels of private sector employers who contract with California to provide goods and services –

*“As a model employer, California should maximize its influence in the larger employment arena by creating incentives for its vendors to demonstrate their commitment to including people with developmental disabilities within their workforce. The target goal is to have all vendors of California reflect the parody of workers with developmental disabilities within all levels of their workforce (approximately 0.9%).”*

- Above as corrected, changing “natural proportion” to “parody of workers”
- Mark inquired how this will work, possibly by setting aside niche contracts and not creating situation where sheltered workshops are incentivized.
- Steve reported that “We Include” is not creating enough momentum for vendors, as it lacks specific benefit for them.
- Mark likes the language in this statement and the use of “incentives.” It should be included as part of our recommendations to the Employment First Committee.

d) Offering policy recommendations that will lead to significant increases in membership and employment opportunities within the rank and file of all of the State’s organized labor partners. For instance:

*“California should work with representatives of its organized labor partners to develop a Statement of Principle that will encourage greater participation of persons with developmental disabilities within their membership. This partnership should create career path entry points for persons with developmental disabilities such as internships or apprenticeship programs.” This will assist the state to reach its target goal to reflect the parody of workers with developmental disabilities within its workforce (approximately 0.9%). California’s organized labor partners shall reflect this outcome within their membership.”*

- Mark said that the direction of this is good, but proposed to reword it (as corrected here). He said that labor organizations must be involved in order to increase internships and apprenticeships, but they are not the hiring authority, so they should not have a target. The employers have the power to hire, and labor organizations will represent persons with developmental disabilities, but they do not themselves hire.

e) Offering policy recommendations that will enhance the capabilities of Job Developers and Supported Employment Providers to significantly increase their success in placing people with significant levels of developmental disabilities in integrated community employment matching their abilities and their interests -

*“California should commission a succinct and credible study that documents the equal or superior economic productivity of employees with developmental disabilities. A study produced and or endorsed by independent source would be the one of the focus points of Statewide employer education campaign and would be a very critical tool for all job developers.*

- Discussed and agreed to eliminate this recommendation.
- Eileen expressed her reluctance to support/expend funds on a study when there are so many other things to be done.
- Mark concurred with Eileen
- Back in 1990s, there was a big agency initiative with health and welfare agencies to develop a certificate program for persons with developmental disabilities to work in the health care field. In roads through Project Search, but it would be great to establish something larger in terms of career certificate training at a community college.

- Mark concurred that for example, there is a need for home health aides and there is also a growing workforce, so why not train that workforce via a certificate program at the local colleges.
- Steve also liked this as a recommendation as well.
- Mark also mentioned that there needs to be training and curriculum for job developers and job coaches and salary increases dependent on them receiving this increased training. Basic workforce development theory.

7. Developing the Employment First Policy – Discussion occurred and changes made to the draft Employment First Policy; significant revisions made to bullet items 12-17. Agreed to allow those members not in attendance to submit their changes and feedback via email by December 10, at which point the draft policy will be submitted to the Employment First Committee for consideration.

8. Subcommittee next steps - Include discussion on how to increase public sector employment, State as a Model Employer Initiative, requesting the Governor's Committee adopt EFC recommendations; look into data collection methods used by Regional Center of Orange County and San Diego Regional Center on persons with developmental disabilities employed in public sector.

9. Meeting adjourned at 11:03am.

Next meeting: Friday, February 4, 2011 from 9:00am to 11:00am

## Employer Recruitment Subcommittee

### Orienting Principles and Policy Recommendations

Growing the job market for people with developmental disabilities in an era of high general unemployment means opening up new areas of employment in addition to working harder in existing areas:

The EFC can be most effective by concentrating its efforts in the areas where it has the greatest potential influence and impact: These would be in the following areas:

#### **1. Offering up a clear and compelling goal statement for employment outcomes for instance:**

“California has a dynamic and diverse workforce that should reflect the full participation of all members of the State’s population. 01% of a California’s working age population are people with developmental disabilities. Currently people with developmental disabilities are significantly under-represented in California’s workforce. Consequently the unemployment rate among working age people with developmental disabilities is disproportionately high (upwards of 70%)

California’s goal should be to build a workforce that includes people with developmental disabilities to the fullest extent possible. Our objective should be that California’s overall workforce reflects parity by including no less than the naturally occurring proportion (0.9%) of working age people with developmental disabilities.

#### **2. Offering policy recommendations that will lead to significant increases in employment opportunities within all levels of the public sector. For instance:**

“Statement: People with developmental disabilities are under represented in all spheres of public sector employment.

California should become a model employer by developing proactive State personnel policies that cause all levels and departments of State Government to develop or adapt job descriptions and workplace accommodations that will maximize employment opportunities for qualified persons with developmental disabilities. The target goal is to have the public sector to reflect the parody of workers with developmental disabilities within all levels of the workforce (approximately 0.9%)”.

#### **3. Offering policy recommendations that will lead to significant increases in employment opportunities within all levels of private sector employers who contract with California to provide goods and services. For instance:**

“As a model employer, California should maximize its influence in the larger employment arena by creating incentives for its vendors to demonstrate their commitment to including people with developmental disabilities within their workforce. The target goal is to have all vendors of California reflect the parity of workers with developmental disabilities within all levels of their workforce (approximately 0.9%).”

**4. Offering policy recommendations that will lead to significant increases in membership and employment opportunities within the rank and file of all of the State’s organized labor partners. For instance:**

“California should work with representatives of its organized labor partners to develop a Statement of Principle that will encourage greater participation of persons with developmental disabilities within their membership. This partnership should create career path entry points for persons with developmental disabilities such as internships or apprenticeship programs. **This will assist the State to reach its target to reflect the natural proportion of workers with developmental disabilities within its workforce (approximately 0.9%).** The target goal is to have all California’s organized labor partners reflect the parity of workers with developmental disabilities within all levels of their membership and workforce (approximately 0.9%).”

**5. Offering policy recommendations that will enhance the capabilities of Job Developers and Supported Employment Providers to significantly increase their success in placing people with significant levels of developmental disabilities in integrated community employment matching their abilities and their interests.**

## **AGENDA ITEM DETAIL SHEET**

**ISSUE:** DEVELOPING RECOMMENDATIONS AND STRATEGIES TO  
EMPLOYMENT FIRST COMMITTEE

**BACKGROUND:** This subcommittee made recommendations and outlines strategies to the Employment First Committee on January 7.

**ANALYSIS/DISCUSSION:** The subcommittee will review the feedback provided by the Employment First Committee and consider changes to its recommendations and strategies. Additionally, the Employment First Committee requested subcommittees identify specific actions that would implement the strategies – for example, policy changes, regulatory changes, statutory changes, etc.

**COUNCIL STRATEGIC PLAN OBJECTIVE:** Promote the inclusion in all chosen aspects of community life for Californians with developmental disabilities and their families. Shape public policy that positively impacts Californians with developmental disabilities and their families.

**PRIOR SUBCOMMITTEE ACTIVITY:** This subcommittee met in November and December and answered a set of questions. These questions were the basis for strategies to increase the number of people with developmental disabilities earning at least minimum wage in integrated workplaces.

**RECOMMENDATION(S):** It is recommended that the subcommittee fine tune and prioritize its recommendations and identify the ways in which proposed changes may be made (for example, by changing regulations).

**ATTACHMENT(S):** N/A

**PREPARED:** Christofer Arroyo, January 13, 2010